

Transformation of Work and Employment in the New Economy

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Chris Benner
University of California

Outline of Presentation

- The New Economy--A Framework for Understanding Change**
- Work and Employment in the New Economy**
- Promoting Community-Based Careers--Policy Implications**

Industrial Economy

Information Economy

Boundaries of Economy

- Nation-state with effective control, ensuring stable demand, Keynesian policy

Organization of Production

- Large firms dominate industry clusters; Taylorist work organization

Modes of Competition

- Stable mass markets; Expand market share; Cut costs and improve productivity.

- Global *and* local economy. Political structures don't match economic reality.

- Smaller, more disperse firms; mixed work organization; mixed work systems

- Constantly shifting niche markets; Quality, innovation and responsiveness to customer demands; Cost cutting and risk displacement

Labor Markets & Flexibility

Flexible Work

- Structural volatility in information industries
- Rapid skill changes
- Reflexivity in work tasks

Flexible Employment

- Network production
- Short-term/temporary relationships
- Mediated management practices

Work Opportunities and Obstacles

*Innovation and
dynamism*



*Instability and
insecurity*

Lifelong learning



Skills obsolescence

*Creative, motivated
labor important*



*Just-in-time/routine
labor undervalued*

Employment Relations

- ➔ **Tenuous and Transient Employment**
- ➔ **Mismatch in Legal/Institutional Framework**
- ➔ **Components Needing Reform**
 - **Health**
 - **Unemployment Insurance**
 - **Representation**
 - **Compensation**
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Building Successful Careers

- **Human Capital and Learning**
- **Social Capital and Networking**
- **Political Capital and Influence**

Building Community-Based Careers: An Ideal Model

Build Regional *Occupational Communities*

- *Career* Focused, not Jobs
- Access to *Learning Networks*
- Ensure *Livelihoods*
- Expanding *Voice*
- Mediate *Risk*